

## Personnel Record Form Instructions School Year 2006-2007

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School Districts contracting personnel through cooperatives in South Dakota should <u>not</u> report those personnel. Each cooperative is required to report their staff. The Office of Accreditation and Teacher Quality will check to make sure their staff is properly certified.

A personnel record is required to be submitted for ALL individuals employed in a position for which certification is offered through the Department of Education (DOE). For example, this would include all instructional, administrative and school service specialists' positions. If a person is hired for a position for which he/she is professionally certified or certified through another agency and DOE also offers the certification (i.e. social workers licensed by Department of Social Services) please complete a personnel record form for these individuals. If the individual is not certified by DOE he/she would be reported as a"non-certified educator". If you have specific questions about whether an individual should be included please contact DOE at 773-3248 or 773-3134.

### Personnel data is collected from the following types of schools:

Public School Districts

Non-Public School Systems

Tribal/Bureau of Indian Affairs Schools

Cooperatives and Multi-Districts

Alternative Programs

Cooperatives and Multi-Districts

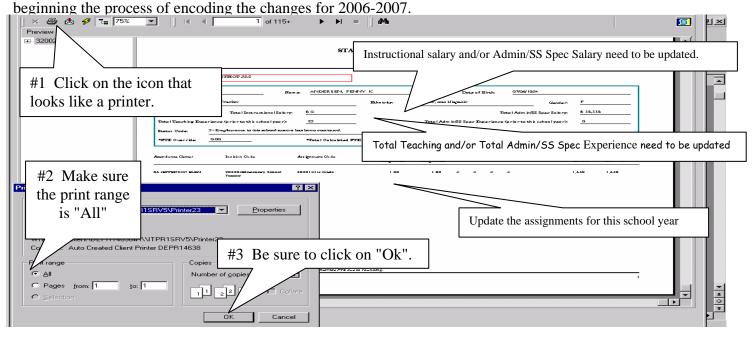
Contact: Cody Stoeser at 773-4638

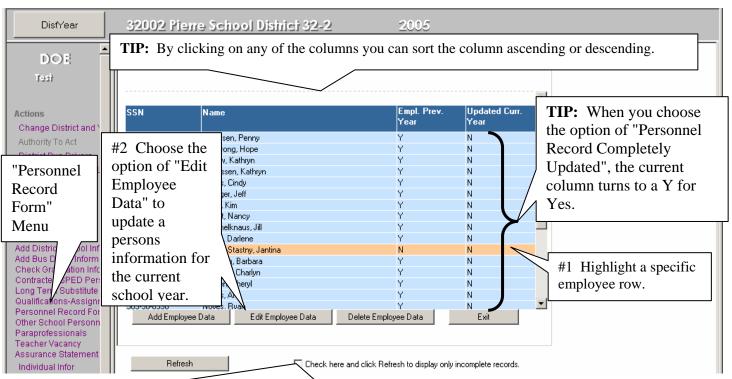
1 Email: cody.stoeser@state.sd.us

08/10/2006

## **Updating Personnel Records**

**HELPFUL SUGGESTION:** Follow the directions on how to run a report and print the "Report: By Staff Person" for each of your 2005-2006 personnel records. Use these copies to make your updates before

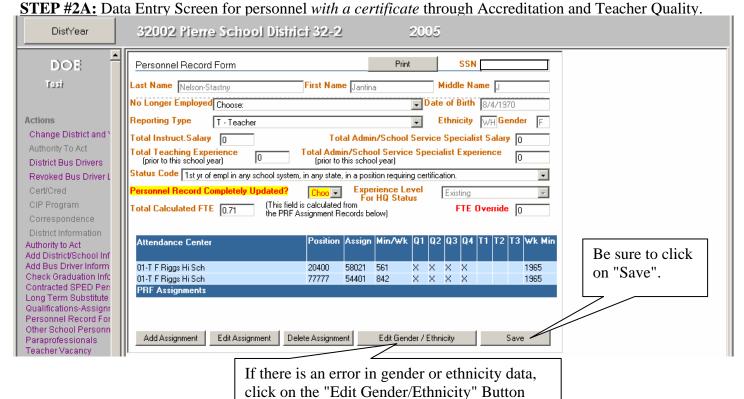




**TIP:** By clicking here, the screen will <u>only</u> show ALL incomplete records for the current school year.

**STEP #1:** List includes the staff you reported for the 2003-2004 school year. Highlight a specific employee row and choose the option of "Edit Employee Data" to update an employees information for the current school year

- 1. Highlight a specific employee row.
- 2. Choose the option of "Edit Employee Data" to update a person's information for the current school year.



1. If the person you are updating was reported last year, all their personal information (Last name, First Name, Middle Name, Ethnicity, Date of Birth, and Gender) will be pre-filled with last year's data.

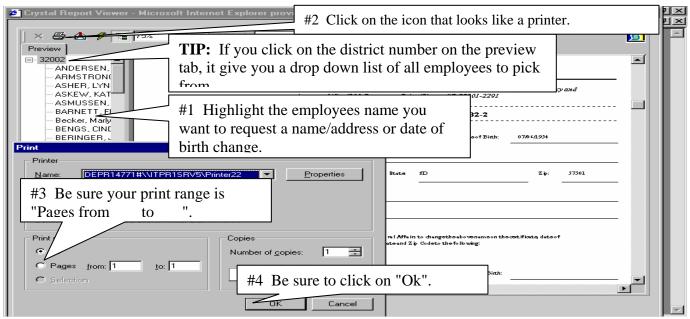
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- a. If there is an error in their name or date of birth, please follow the below directions.
  - 1) If the individual has an active certificate through the Accreditation and Teacher Quality, follow the directions on how to run a report and print the "Report: Request for Name/Address/Date of Birth" for the individual.

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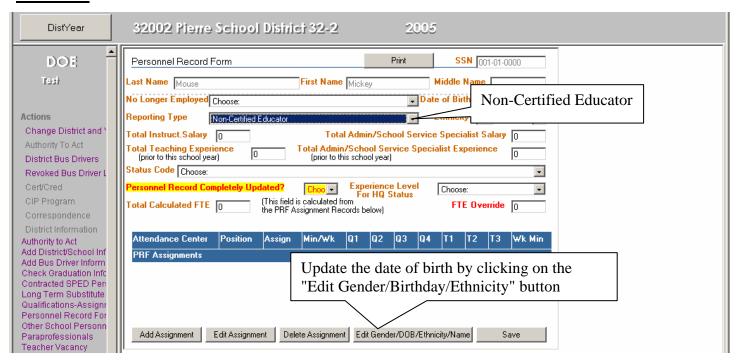
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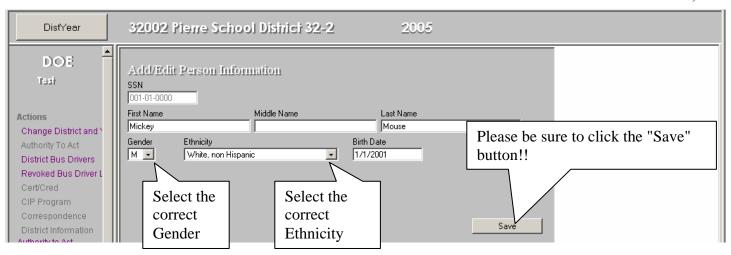


**STEP #2B:** Data Entry Screen for individuals *without a certificate* through the Accreditation and Teacher Quality. **Note:** School districts will <u>not</u> be allowed to change name or birth date of a person who at one time had a certification record, even though they may be encoded as a non-certified educator because of an expired certificate. This is still a record that is maintained by the State.

1. If the individual does not have a DOE certification, their date of birth and name can be updated by clicking on the "Edit Gender/Birthday/Ethnicity" button. Update the birthday or name on the screen in step #3.

STEP #3: Add/Edit Person Information





- 1. If there is an error in their gender or ethnicity, click on the "Edit Gender/Ethnicity" button in step #2 and enter the correct data. If this data has not previously been reported, the screen will automatically pop up.
  - a. Select the appropriate **gender**, Male or Female.
  - b. Select the appropriate Ethnicity.
    - 1.) White, not Hispanic A person having origins in any of the original peoples of Europe, North Africa, or the Middle East.
    - 2.) Asian or Pacific Islander A person having origins in any of the original people of the far East, Southeast Asia, the Indian subcontinent, or the Pacific Islands. This area includes, for example, China, India, Japan, Korea, the Philippine Islands, and Samoa.
    - 3.) Black, not Hispanic A person having origins in any of the black racial groups of Africa.
    - 4.) American Indian or Alaskan Native A person having origins in any of the original peoples of North America, and who maintains cultural identification through tribal affiliation or community recognition.
    - 5.) Hispanic A person of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish Culture or origin, regardless of race.
- 2. Please be sure to click the "Save" button!!
- STEP #4: If the person you are updating was reported last year and did not let their certificate expire, their "Reporting Type" will be pre-filled. Otherwise, select the "Reporting Type". If, for example, an employee has 1/2 time administrative assignments and 1/2 time teacher assignment, chose one of the reporting types.
  - **Teacher** an individual who has completed an approved education program for teachers at an a) accredited four-year institution or a professional development plan for alternative certification and has been issued a South Dakota certificate.
  - **Administrator** an individual who has completed an approved graduate program for principals or b) school superintendents at an accredited institution and has been issued a South Dakota certificate;
  - School Service Specialist an individual who serves as a school counselor, a school social worker, school psychologist, school psychological examiner, school speech/language pathologist, school library media specialist, special education director, or curriculum director and has been issued a South Dakota certificate;
  - **Instructor** an individual who has not completed an approved education program for teachers but d) who is on a professional development plan.
  - **Non-Certified Educator** (person that is not actively certified by DOE) In the past these individuals may have bee referred to as "long term substitutes". Please see below chart for proper identification.

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# Non-Certified Educator *OR* Long-Term Substitute Report Personnel

	as a Long- Term	Record Submitted for this	
Description:  Substitute hired to replace a teacher	Substitute	<u>Individual</u>	Reason:  The teacher for whom the substitute was hired was reported on PRF and the substitute will be "temporary" but also hired for more than 10
on maternity leave?	YES	NO	consecutive days.
Individual is hired to replace a			
teacher AFTER the beginning of the school year and will assume the			Individual is assuming the assignments of the
assignments of this teacher for the remainder of the school term?	NO	YES	teacher. You need to add a personnel record form for this individual.
remainder of the school term?	NO	TES	
Non-certified person hired to teach			This person is not "replacing" an existing teacher but was hired for this teaching position
for the entire school year?	NO	YES	for the entire school year.
Non-certified person hired to fill a			
teaching vacancy as of October  15th with the intent to actively look			This person is not "replacing" an existing teacher but was hired for this teaching position
for a certified teacher?	NO	YES	with the intent of finding a certified teacher.
Teacher is sick for 3 days and			Substitute must be hired for at least 10
substitute was hired?	NO	NO	consecutive school days.
Substitute replaces Teacher "A" for			A coordinate the state statute the substitute must
5 days, teacher then returns for 1 day and then is gone for an			According to the state statute the substitute must be replacing the same teacher for at least 10
additional 6 days?	NO	NO	CONSECUTIVE school days.
Substitute replaces Teacher "A" for			
4 days and then Teacher "B" for 8 days?	NO	NO	Substitute must replace the SAME teacher for 10 consecutive days.
	110	110	To consecutive days.
Substitute hired to replace Teacher "A" for 6 days, Teacher "A" returns			
for half days for 4 days with the substitute continuing to teach the			Same teacher for 10 consecutive days this substitute meets the definition of a long term
remainder of the day?	YES	NO	substitute.
			State law defines a long-term sub as a substitute
Substitute hired to replace Educational Assistant	NO	NO	teacher and Other School Personnel (i.e. educational assistant) are NOT teachers
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Substitutes replaces the SAME			
teacher for 6 days and the long-			As soon as the teacher returns to the classroom,
term substitute gets sick for a day			the long-term substitute's days terminate. Same
and then returned for another 4			teacher for 10 consecutive days this substitute
days	YES	NO	meets the definition of a long term substitute.
Substitutes replaces the SAME			
teacher for 6 days and the teacher			As soon as the teacher returns to the classroom,
returned for a day and then the			the long-term substitute's days terminate.
long-term substitute had to come			Substitute must be hired for at least 10
back.	NO	NO	consecutive school days.

**STEP #5:** Total salary must be reported as instructional and/or administrative/school service specialist (whichever is appropriate).

- 1. <u>DO NOT INCLUDE BONUS MONEY, EXTENDED CONTRACT PAY, STIPENDS AND EXTRADUTY PAY.</u>
- 2. Round all salaries to the nearest whole dollar.
- 3. Non-public schools do not have to report salary.
- 4. If there is not yet an agreement regarding salaries (impasse), please report the salary they were paid last year and notify Jantina when you will update your records.

**STEP #6:** Update the years of experience. Years reported here should not include current school year! Only report years of experience PRIOR to the 2004-2005 school year.

- 1. **Total Instructional Experience:** Total years of classroom teaching experience with actual instructional time in front of the class, prior to this school year. If part-time principal and part-time teacher, count one year instructional and one year administrative. If "non-certified" teacher (hired for that position -- **NOT** substituting for another staff person that is absent for a specified period of time) do NOT count as years of experience. Include years of experience for Alternative Certification to count towards the years of total "teaching experience".
- 2. **Total Administrative/School Service Specialist Experience:** Total years as an administrator and/or school service specialist prior to this school year including CEO and school psychologist. If full-time librarian and teach 1 class, count one-year administrative experience only.

<u>STEP #7:</u> If the person you are updating was reported last year, their "Status Code" will be pre-filled to status code #6. Otherwise, choose one of the following codes:

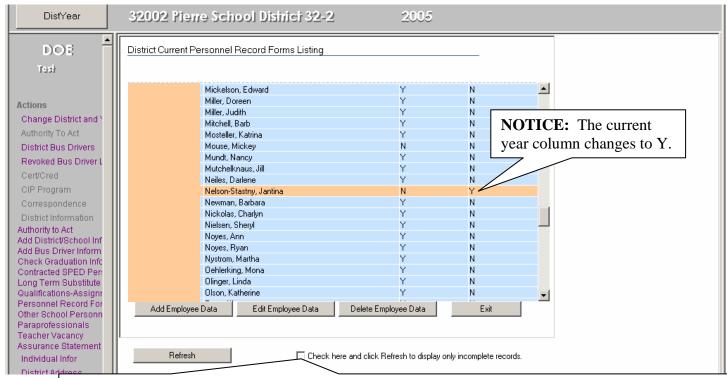
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- **1.** Persons in their first year of employment in any school system, in any state, in a position requiring certification.
- **2.** Persons in their first year of employment in any school system, in any state, in a position requiring certification within three years of graduating from a teacher program.
- **3.** Persons in the first year of employment in this school system who taught out-of-state the previous year(s).
- **4.** Persons in their first year of employment in this school system who taught in another South Dakota school the previous year(s).

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- **5.** Persons in their first year of re-employment in this school system who have been absent from the field of education for one or more years.
- **6.** Persons whose employment in this school system has been continued.
- **7.** Persons who have been re-employed in a school system following an absence of one year or more.

<u>STEP #8:</u> If you have completely updated this personnel record, choose "Yes". When you choose "Yes", the current column changes to a Y and you can sort the column so you know which personnel records still need to be updated or use the filter to show ALL incomplete records.



**TIP:** By clicking here, the screen will only show ALL incomplete records for the current school year.

**STEP #9:** HQ Status - To determine whether someone is experienced, consider whether they have (contractual PK-12 teaching) experience either in or out-of-state and in a public or private facility. Experience in long-term substitute teaching, paraprofessional, practice teaching or non-certified experience should not be considered for this identification.

If the person you are reporting was reported in school year 2003-2004 with 0 years of prior instructional experience, their "Employment Status" is indicated as "new to the profession". Otherwise, the Employment Status is "Existing (experienced) teacher".

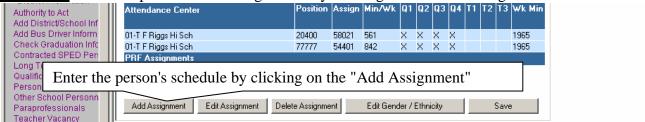
- 1. **Existing (experienced) teachers** teachers employed on or before the first day of the school year, 2002-2003 (July 1<sup>st</sup>, 2003). This may also include teachers new to the district, or teachers that have previous teaching experience and have only changed employers.
- 2. **New to the Profession** includes all teachers employed for the first time (no previous teaching experience) *after* the first day of school for the 2002-2003 (July 1<sup>st</sup>) school year.

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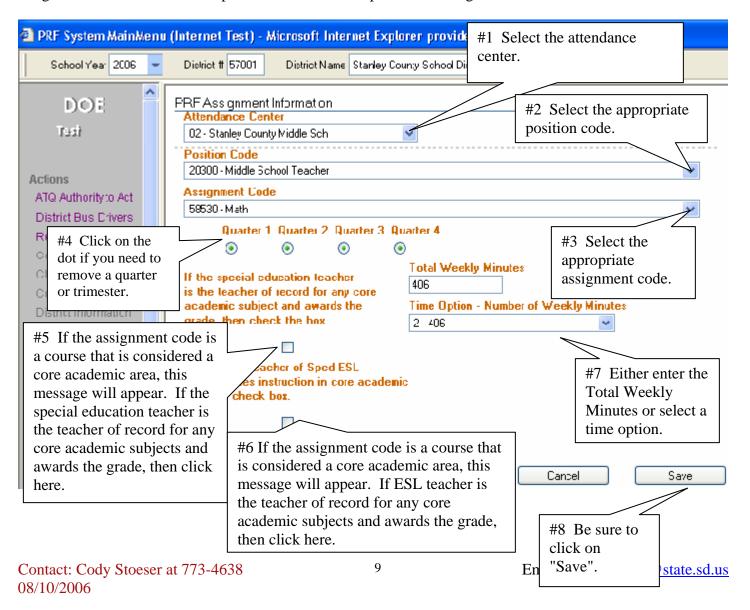
**STEP #10:** Total Calculated FTE - This field will be automatically calculated. An FTE of greater than 1.00 is not valid. Please be sure to check this FTE before saving your record.

**STEP #11:** FTE Override - This field will be used when an employee is not employed for a full quarter or trimester. (i.e. An employee quits in the middle of second quarter and was originally reported as employed all four quarters. You need to change their records to reflect only quarter one and two and then use the FTE Override to more accurately report the FTE of 0.45, rather than 0.50. The employee you hire to take this person's assignments, should be reported as quarters two, three and four with an FTE override of 0.55.

**STEP #12:** Enter the person's class assignments by clicking on the "Add Assignment" button.



**STEP #13:** PRF Assignment Information - If the person you are updating was reported last year, their assignment information will be pre-filled. Be sure to update their assignments if needed.



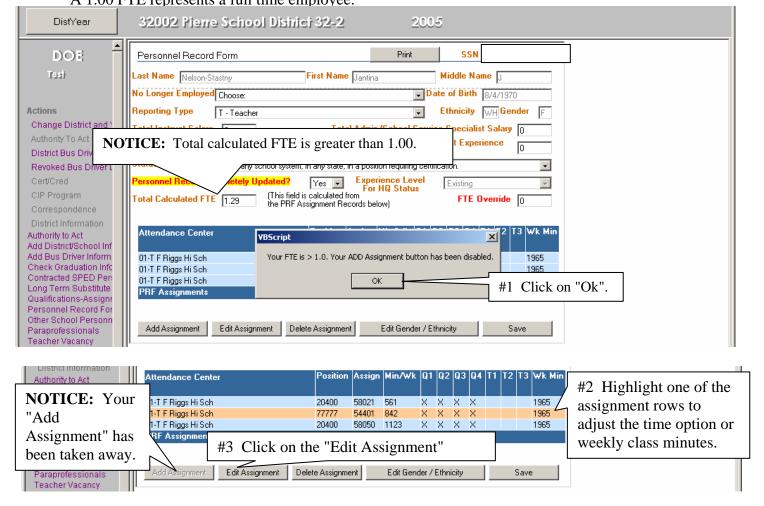
- 1. Select the appropriate attendance center (based on person's certification and reporting type only selected attendance centers will be listed).
- 2. Select the appropriate position
  - a) If you are receiving an Electronic/Distance class offered through another district and have someone monitoring the room, report the full time equivalency (FTE) for the monitor on the "Other School Personnel" menu with a position code 72-Attendant/Monitor. Office of Curriculum, Technology & Assessment will forward the information they get from the districts when they register for Electronic/Distance instruction classes to Accreditation and Teacher Quality for page 1 of the accreditation report. If these classes count toward high school graduation, see the "Graduation Requirement" instructions.
  - b) If you have a person teaching the electronic class, report the person with the position code 20000 Electronic/Distance Instruction and then select the appropriate assignment code.
  - c) If you have applied for an authority to act, select the position code "99999-Position Based on Authority to act" and the assignment code.
  - d) There are no current statutes, rules or regulations that impact a school's accreditation for use of the position code "Position Based on Non-Authorized". Schools can use such personnel without restrictions. Changes in such policies would have to come from the State Legislature.
- 3. Select the appropriate assignment.
- 4. The quarters or trimesters will be pre-filled. Click on the button if you need to remove a quarter or trimester (i.e. assignment is not for a full year). Report individuals on maternity leave as full time because they are the one fulfilling that position for the school year. Be sure to report the long-term substitute teacher on the end of the year survey.
- 5. For special educators in general, the field being taught is special education. Special education teachers provide support, in consultation with teachers of "core academic subjects". Thus, the teacher of record who awards the credit must hold the appropriate endorsement and be highly qualified. Therefore, a special educator who teaches any of the core academic subjects, is the sole instructor of record, and awards a grade must be highly qualified. Special educators, working in collaboration and consultation with general education teachers who are highly qualified in the appropriate core areas, will be able to provide special education to students taking these courses. Thus, a special educator may address the special education needs of a student taking a course in a core academic area, but must be either highly qualified to be the teacher of record and award grades <u>or</u> be in collaboration with a highly qualified teacher for that core area. If the special education teacher is the teacher of record for any core academic subjects and awards the grade, then click the radio button.
- 6. For English as a Second Language educators in general, the field being taught is ESL. ESL teachers provide support, in consultation with teachers of "core academic subjects". Thus, the teacher of record who awards the credit must hold the appropriate endorsement and be highly qualified. Therefore, a ESL educator who teaches any of the core academic subjects, is the sole instructor record, and awards a grade must be highly qualified. ESL Educators, working in collaboration and consultation with general education teachers who are highly qualified in the appropriate core areas, will be able to provide English as a Second Language education to students taking these courses. Thus, an ESL educator may address the English as Second Language needs of a student taking a course in a core academic area, but must be either highly qualified to be the teacher of record and award grades <u>or</u> be in collaboration with a highly qualified teacher for that core area. If the ESL education teacher is the teacher of record for any core academic subjects and awards the grade, then click the radio button.

8. Total Weekly Minutes or Time Option - Number of Weekly Minutes.

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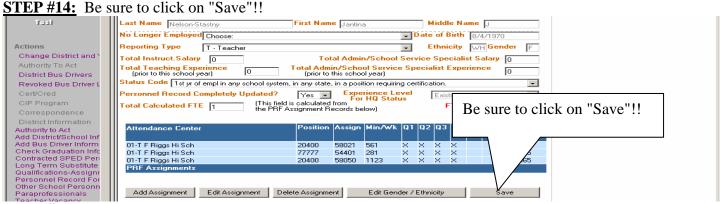
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- a) Total Weekly class minutes can be entered if you did not set up your time options in the "Add District/School Information Menu" or if you had an unusual period that you just wanted to manually enter the time.
- b) Select the Time options you set up for this attendance center in the "Add District/School Information Menu".
- 9. Be sure to click on "Save".
- 10. Continue with the above steps if you need to enter another assignment. As you add assignments, the system calculates your total calculated FTE for you. If it calculate more than full-time (aka 1.00 FTE), you get the error message, "Your FTE is > 1.0. Your ADD Assignment button has been disabled." A 1.00 FTE represents a full time employee.



- a. You must highlight one of the assignments and click on "Edit Assignment" to adjust the time option or weekly class minutes.
- b. Be sure to click on Save.

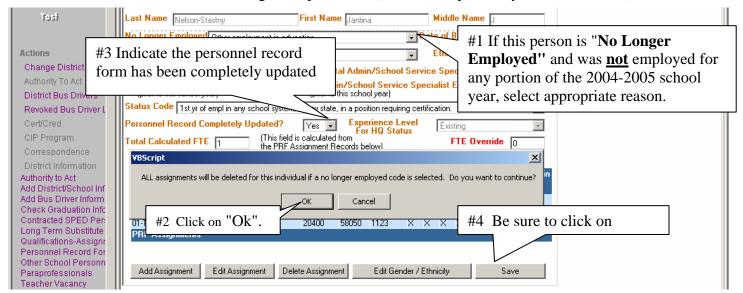
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STEP #15: Continue with the above steps to update the next person's record.

## **No Longer Employed Staff**

**STEP #1:** If this person is "**No Longer Employed**" and was <u>not</u> employed for any portion of the 2004-2005 school year, select appropriate reason. If employed for a period of time during this current school year, make sure their assignments reflect this change and do <u>not</u> give them a "No longer employed" code. After completing this data field, indicate the personnel record form has been completely updated (see step #8) and you may click on the save button and continue editing other personnel (no need to update any other data fields)



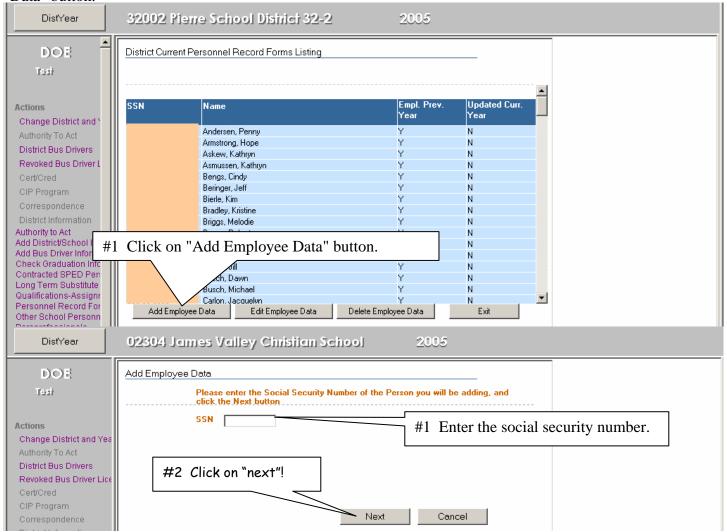
- 1. Reasons a person is no longer employed include the following:
  - a. Other employment in education
  - b. Other employment outside of education
  - c. Retirement
  - d. Family/personal relocation
  - e. Personal reasons
  - f. Layoff due to budgetary reduction, organizational restructuring or decreased workload.
  - g. Discharge due to unsuitability, continued misconduct, unsatisfactory work performance or revocation or suspension of credentials.
  - h. Employed in another accredited SD school/district.

- i. Employed in another school/district out of state.
- j. Illness
- k. Death
- 1. On Leave of Absence or Sabbatical
- m. Reason unknown
- n. Other

**STEP #2:** Continue these steps for ALL staff that are no longer employed for school year 2004-2005.

## **Adding an Employee**

**STEP #1:** Many of the steps are similar to editing an employee. Begin by clicking on the "Add Employee Data" button.



Enter the social security number. If the employee has a green card and does not have a social security number, call Accreditation and Teacher Quality at 773-3553 and they will set up a temporary social security number for this person.

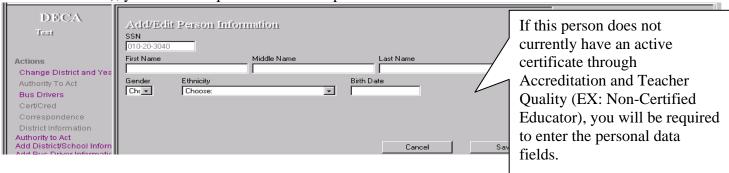
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**STEP #2:** If this person holds an active certificate through Accreditation and Teacher Quality (EX: Teacher, Administrator, School Service Specialist, or Instructor), the personal data fields will be completed for you. If this person does not currently have an active certificate through Accreditation and Teacher Quality (EX: Non-Certified Educator), you will be required to enter the personal data fields.



**STEP #3:** From this point forward, follow above direction for updating employee data.

**STEP #4:** Continue with the above steps to add another new employee.

## **Retention of Personnel Records**

Below is how long Schools are required to keep personnel records. The SD Local Schools retention manual is available on-line at: <a href="http://www.state.sd.us/boa/records.htm">http://www.state.sd.us/boa/records.htm</a>

SCL-65 <u>PERSONNEL FILES</u>:

R.D.B. #85-023

This series contains a folder for each employee in the school district. Information in the file may include, but is not limited to: application for employment, personal data sheet, personnel action notices, position description questionnaires, authorizations for payroll deductions, letters of reprimand and commendation, resume', service record, notice of resignation, W-4 forms, transcript, teacher's certificate, and supervisor's report of employee separation. The files serve as a history of the employee's service.

**RETENTION:** Retain current employee files in office. Transfer terminated employee files to storage for 2 years. Destroy 2 year after termination provided sufficient data on hours worked and compensation received has been maintained by the Department of Labor, Division of Retirement and Insurance.

If you have any other questions, please contact Dana Hoffer at (605)773-3589.

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08/10/2006